



# MANSFIELD TOWNSHIP POLICE DEPARTMENT

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**J. Michael MacDonough**  
CHIEF OF POLICE

## Recruitment Program:

The Mansfield Township Police Department's recruitment program is incorporated in our Selection and Recruitment Standard Operating Procedure (S.O.P. 2.11). Below is the policy statement (Section II) and the Recruitment section (Section III, Subsection B).

### II. Policy

It will be the policy of the department to identify and employ the best candidates available to fill full-time sworn positions with a recruitment and selection process that will result in the appointment of individuals who possess the skills, knowledge, and abilities necessary to insure the department will remain an effective, professional, and respected law enforcement agency that also reflects the demographics of the community.

### III. Procedure

#### B. Recruitment

1. The department will advertise open positions on the social media accounts (Facebook, Instagram) utilized by the department as well as the Township's website.
2. The department will post job announcements utilizing PoliceApp for statewide distribution.
3. Officers participating in community policing programs and events will distribute job announcements during open application periods.
4. Officers will not only accept but will encourage the submission of résumés from anyone who shows interest in a law enforcement career at any time for notification when a vacancy arises.
5. Officer(s) designated by the CLEO shall attend career days at local high schools and colleges during open application periods and other times authorized by the CLEO.
6. The CLEO will encourage the Municipal Authority, when appropriate, to allow for the hiring of non-certified, entry-level applicants in an effort to expand the hiring pool.